



Case Western Reserve University

Employee Childcare Benefits

November 2020



Mission Possible

For over 50 years, we've been giving families what they need to be their best.

Our Heritage

In 1969, the first red-roofed KinderCare opened its doors in Montgomery, Alabama.

At the time, mothers were entering the workforce in record numbers.

They needed safe, loving care for their children while they pursued their careers—and their dreams.

KinderCare was born to meet that need.



Our Reach

Over 50 years
providing early childhood
education

1,500
Centers in 40 states

185,000 Children

400+
Employers supported by
KinderCare Education at Work

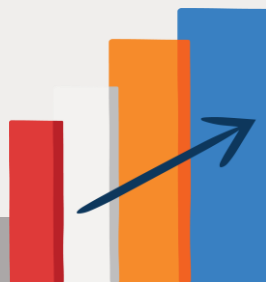
We don't franchise.
We will never subcontract
our services or our experience.

Today's savvy families expect the best and we're committed to providing exactly that.

We're the nation's most accredited childcare provider!



Best Experience
for children, families,
and employees



Proven Excellence
in education
and care



Largest Network
of learning centers
in the U.S.

Benefits Overview

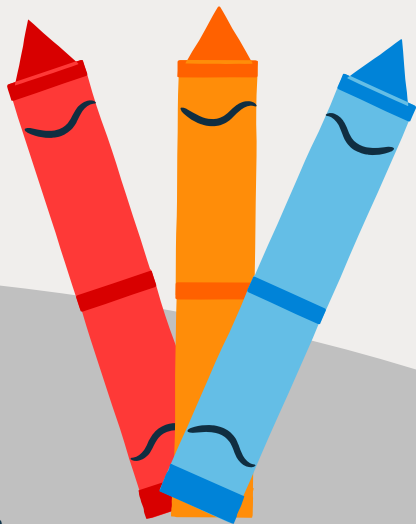
Our programs are designed to make work and life fit better together.



Tuition Benefit

Case is invested in helping their employees reduce the cost of childcare by sponsoring the KinderCare Education (KCE) Tuition Benefit Program.

Visit [kindercare.com/cwru](https://www.kindercare.com/cwru) or call 1-888-525-2780



What is it?

A savings on tuition for full-time, part-time, or drop-in care at KinderCare Childcare Education Centers and Champions Before and After School program, with proof of employment.

What you get:

- ▶ 10% discount on tuition rates
- ▶ Access to over 1,500 learning centers and 500 before and after school programs in 40 states
- ▶ Access to a customized parent portal
- ▶ Easy identification of KCE Centers nearest to you

Why use KCE's Tuition Benefit Program:

- ▶ Cost savings on childcare tuition
- ▶ Quality childcare with educational excellence and the nation's highest standards of care
- ▶ Health & Safety are a critical pillar to KCE Centers
- ▶ Trusted by over 180,000 families across the nation



The Center Experience

Helping your children grow and learn in a healthy, safe environment.

You trust us with your most precious possession.

We take pride and demonstrate our commitment to that responsibility.

- **Leading the industry in Health & Safety.** We partner and consult CDC and expert medical advisors including pediatricians and emergency room physicians.
- **Hire the right teachers.** The first and only Early Childhood Education (ECE) company to use hiring science to select the right teachers.
- **Engaged Employees.** The only ECE company to measure engagement and link it to business outcomes.
- **Best-in-Class Experience.** ECE's largest annual family census is the foundation for our center experience.



Our centers nurture the whole child at every turn.

Every aspect of our program is built with child development in mind, so the learning never stops.



Meal programs are crafted by nutritionists and tested by kids.

- ▶ Accommodations for food allergies and dietary restrictions
- ▶ No fried foods, juice, or desserts—just the good stuff!

Parents will know their children are safe and sound when they're with us.

- ▶ Staff trained in first aid and emergency procedures
- ▶ Safe, secure perimeters and entrance
- ▶ Daily cleanings with non-toxic products
- ▶ Child-safe windows, outlets, heaters, and gates

Classrooms bring a World of learning to them.

- ▶ Books, toys, art, and facilities at kid's-eye level
- ▶ Print-rich environment to encourage language and writing
- ▶ Dedicated Inclusion Services team providing training and resources



Our curriculum never stops innovating.

Our curriculum gives kids a foundation for the rest of their lives and meets parents' expectations of quality early childhood education. In fact, KinderCare kids are ahead of their peers by the time they start school.



Our curriculum is updated frequently using the latest research.

- ▶ Designed around the unique needs of every stage of development
- ▶ Focused on whole-child learning
- ▶ Transitioning to digital formats
- ▶ Enrichment programs offered to strengthen learnings and cater to children's unique abilities
- ▶ Annual assessments to show that our curriculum prepares kids for grade school

Programs focus on six developmental domains to nurture the whole child.

- ▶ Language and literacy
- ▶ Executive function
- ▶ Social and emotional development
- ▶ Physical development
- ▶ Cognitive development
- ▶ Creative expression

School Age Programs

A Variety of Options to Support Every School Schedule 5 – 12 years old

Before School Starts - We're open early!

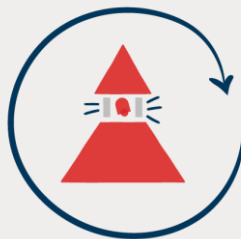
Come in early, complete a health & safety check at drop-off, fuel up with a nutritious breakfast & start the day strong and centered with a group mindfulness activity.

During the School Day – Our full-day program is ... fulfilling!

We create an individualized plan to match your child's distance learning schedule, then we help with schoolwork, make sure they stay focused, and get physical activity!

After-School Hours – The day doesn't end when school is out!

In our after-school program, we teach our own themed curriculum developed specifically to help kids through these unusual times.



A Variety of Options



What are you looking for?

There is no one size fits all which is why KinderCare has a variety of options for you to consider...

- 1, 2, 3, 4/5-day Fulltime
- Half Days
- Before School
- After School
- Before and After School

***Note:** Every center has various options so talk to the Center Director to discuss your specifics to create a solid schedule for your family. Visit **[kindercare.com/cwru](https://www.kindercare.com/cwru)** or call 1-888-525-2780 for more information.

Our Health & Safety Measures are second to none.

This is a critical Pillar of our business and a must have for our families, children and teachers. **We're all in this together!**

We're leaders in our industry.

- ▶ Leveraging panel of top pediatricians and epidemiologists
- ▶ Continually evolving standards based upon data from states and our centers
- ▶ Incorporated mental health and emotional safety into our curriculum

Addressing the immediate need and anticipating the future needs.

- ▶ Comprehensive Response Plan in place for COVID-19 cases
- ▶ Planning for what's next - surge

<https://vimeo.com/416023915/fd2c4e21f3>

Keeping our centers safe

We're putting safety first to protect our families and staff. Our panel of medical experts helped us develop a plan for a new standard in child care, and we could use your help. Safety first, a love of learning, and confidence for life!

 AT HOME	 DROP OFF	 IN CLASS	 PICK UP	 AFTER CLASS
<p>Before leaving your home, ask:</p> <ul style="list-style-type: none">• "How is everyone feeling?"• "Does anyone have a fever?"• "Were we around anyone who was sick?" <p>We make our communities safer by:</p> <ul style="list-style-type: none">• Staying home if sick.• Remaining home until well for at least 48 hours without symptom-reducing medication.	<p>One designated family member will:</p> <ul style="list-style-type: none">• Wear a face mask in the center.• Drop off children in the lobby. One family at a time, please!• Check and share your child's temperature with staff.• Attest to your child's wellness when you sign in. <p>We make our communities safer by:</p> <ul style="list-style-type: none">• Sanitizing pens and thermometers after each use.• Monitoring staff temperatures daily.• Reserving classrooms for staff and children only.	<p>All day long, we'll:</p> <ul style="list-style-type: none">• Wash our hands regularly and when we enter the classroom.• Socially distance classrooms when possible.• Sanitize and rotate toys, playground equipment, and other high-touch surfaces regularly.• Play outside one class at a time. <p>We make our communities safer by:</p> <ul style="list-style-type: none">• Requiring all staff to wear face masks.• Designating a sick space for unwell children until they can be picked up.• Suspending family style dining.• Napping at least 6 feet apart, head-to-toe or toe-to-toe.• Taking field trips only where there is no contact with other classrooms or the public.	<p>One designated family member will:</p> <ul style="list-style-type: none">• Wear a face mask in the center.• Pick up children in the lobby. One family at a time, please!• Take all personal items home for cleaning. <p>We make our communities safer by:</p> <ul style="list-style-type: none">• Having staff accompany your child from the classroom to pick-up.	<p>At home, please:</p> <ul style="list-style-type: none">• Launder naptime bedding and stuffed toys nightly.• Clean all personal items.• Continue monitoring temperatures and wellness. <p>We make our communities safer by:</p> <ul style="list-style-type: none">• Disinfecting surfaces, toys, and high-touch areas nightly.• Following our response plan after a confirmed case of COVID-19.

For a detailed list of our health and safety practices, please visit [kindercare.com/lp/safety-first](https://www.kindercare.com/lp/safety-first). We're all in this together!



Put parents' minds at ease.

When you provide childcare that makes families feel safe, happy, and celebrated for who they are, their life decisions get easier—and their future with you gets brighter.



Center Entrance

Take a Virtual Tour:
<https://vimeo.com/416023915/fd2c4e21f3>

Wellness Station



Classroom



Thank you.

